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Secretariat

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Secretary-General's bulletin

Introduction of a new staff selection system

As part of my overall reform programme, I am pleased to introduce a new staff selection system that will integrate recruitment, placement, managed mobility and promotion, and will allow the Organization to better meet the challenges ahead.

The new system, which will come into effect on 1 May 2002, is designed to meet the following goals:

- To change the culture of the Organization by further empowering staff and managers to discharge their responsibilities and holding them accountable for their actions and their results;
- To develop a more versatile, multi-skilled and experienced international civil service, based on the predicted needs of the Organization;
- To select staff on the basis of merit, demonstrated competencies and performance, through a competitive process where the paramount consideration is the necessity of securing the highest standards of efficiency, competence and integrity, with due regard to the importance of recruiting the staff on as wide a geographical basis as possible and to the gender distribution goals set by the General Assembly;
- To ensure that selection decisions made on my behalf by the heads of departments/offices are based on objective, job-related criteria, following confirmation by the new central review bodies of compliance with the relevant procedures;
- To promote greater mobility of staff among functions, departments, occupations, duty stations, field missions and organizations of the United Nations system;
- To provide more career opportunities and career development for staff;
- To promote greater integration among staff throughout the Secretariat;
- To hold managers accountable for their selection decisions and the manner in which they have followed the new system, where the new central review bodies will ensure that the process has been properly applied; and
- To introduce a speedier, more transparent process for filling vacancies.

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In order to promote greater opportunities to staff for the development of their skills, experience and competencies, occupational networks will be established, in consultation with heads of departments/offices and the Office of Human Resources Management. These occupational networks will group together departments and offices that have closely related mandates and programmes of work. The occupational networks will permit a closer alignment of the human resources plans of the departments and offices included in each network, as well as the projection of overall occupation-wide staffing needs. Generic job profiles will facilitate mobility throughout the network, minimize existing barriers to mobility and promote succession planning. I anticipate that the establishment of occupational networks will substantially facilitate the deployment of staff among departments, established duty stations and field missions.

The Office of Human Resources Management will be responsible for monitoring the implementation of the new system to ensure that it is in full compliance with applicable procedures and that it achieves meaningful results towards the goals for which the new system was designed.

These goals are ambitious, and are intended to encourage the fuller participation of staff in the work of the Organization. I therefore count on the cooperation of all managers and staff throughout the Secretariat in implementing the letter and spirit of the new staff selection system.

(*Signed*) Kofi A. **Annan**
Secretary-General